C 71/988

Area Wage Survey
Colorado Springs, CO
December 1988

U.S. Department of Labor
Bureau of Labor Statistics
Summary
February 1989

This summary presents results of a December 1988 survey of occupational wages and employee benefits in the Colorado Springs Metropolitan Statistical Area, which consists of El Paso County. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 88 establishments employing 25,896 workers was selected to represent 233 establishments employing 45,652 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer operators. In addition, the maintenance, toolroom, and powerplant descriptions have been modified so that workers performing maintenance services for establishments other than their employing establishment are not automatically excluded.

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Table 1. Hourly earnings[1] of selected occupations in Colorado Springs, CO, December 1988

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean	Median	Middle range	Under 4.00	4.00 and under 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 and over
Secretaries	244	8.29	7.96	7.10– 9.18	–	–	–	3	7	10	32	45	31	36	16	15	8	6	8	5	14	4	1	3	–	–	–
Secretaries I	34	7.39	8.06	6.00– 8.46	–	–	–	3	5	4	2	–	1	11	5	3	–	–	–	–	–	–	–	–	–	–	–
Secretaries II	75	7.86	7.50	7.04– 8.46	–	–	–	–	1	2	13	19	9	15	4	7	1	–	1	–	3	–	–	–	–	–	–
Secretaries III	110	8.20	7.90	7.10– 8.86	–	–	–	–	1	4	17	26	21	7	7	5	4	4	7	2	5	–	–	–	–	–	–
Secretaries IV	20	10.98	11.34	9.89–12.01	–	–	–	–	–	–	–	–	–	3	–	–	2	2	–	3	5	3	1	1	–	–	–
Typists:																											
Typists I	22	5.52	5.69	4.77– 6.08	–	–	9	–	7	4	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Word processors	57	6.92	6.97	6.00– 7.59	–	–	–	1	6	9	18	8	9	–	5	1	–	–	–	–	–	–	–	–	–	–	–
Word processors I	42	6.54	6.53	6.00– 6.99	–	–	–	1	6	9	17	6	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Word processors II	15	8.01	7.76	7.62– 8.54	–	–	–	–	–	–	1	2	6	–	5	1	–	–	–	–	–	–	–	–	–	–	–
Key entry operators	280	6.20	5.94	5.08– 7.07	–	–	34	79	28	20	35	48	15	13	3	2	–	–	3	–	–	–	–	–	–	–	–
Key entry operators I	232	5.89	5.63	5.08– 6.68	–	–	34	79	27	18	22	45	2	3	2	–	–	–	–	–	–	–	–	–	–	–	–
Key entry operators II	48	7.70	7.84	6.96– 8.00	–	–	–	–	1	2	13	3	13	10	1	2	–	–	3	–	–	–	–	–	–	–	–
Messengers	10	6.56	6.35	– –	–	–	–	–	–	7	2	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Receptionists	84	5.58	5.36	5.17– 6.00	–	–	13	38	11	17	3	1	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–
Switchboard operators	82	5.65	5.26	5.00– 6.46	6	6	6	32	3	10	6	5	7	1	–	–	–	–	–	–	–	–	–	–	–	–	–
Computer operators	109	9.29	8.88	8.30–10.40	–	–	–	–	–	1	7	6	8	11	23	10	10	9	5	9	3	3	2	–	2	–	–
Computer operators II	52	8.36	8.51	7.93– 8.54	–	–	–	–	–	–	4	4	6	10	19	6	2	–	–	1	–	–	–	–	–	–	–
Computer operators III	48	10.47	10.40	9.53–11.29	–	–	–	–	–	–	–	1	1	1	4	4	8	7	5	8	3	3	1	–	2	–	–
Drafters	97	11.54	11.57	9.50–13.36	–	–	–	–	–	–	–	–	15	1	–	7	9	7	4	5	9	5	7	8	8	7	5
Drafters III	30	9.13	9.50	7.90– 9.93	–	–	–	–	–	–	–	–	9	1	–	4	9	7	–	–	–	–	–	–	–	–	–
Drafters IV	31	11.81	11.88	11.04–12.57	–	–	–	–	–	–	–	–	–	–	–	2	–	–	4	5	8	4	5	2	1	–	–
Drafters V	29	14.65	14.35	13.63–15.64	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	2	6	7	7	[3]5
Electronics technicians	616	11.73	11.59	9.68–14.36	–	–	–	–	–	25	5	16	13	11	31	39	52	53	28	20	53	25	24	47	34	88	52
Electronics technicians I	98	7.90	7.85	6.01– 8.86	–	–	–	–	–	25	5	16	13	10	5	3	6	6	5	2	2	–	–	–	–	–	–
Electronics technicians II	240	11.51	10.64	9.48–15.08	–	–	–	–	–	–	–	–	–	1	26	36	24	31	12	7	20	10	5	5	1	62	–
Electronics technicians III	278	13.27	13.30	11.58–15.06	–	–	–	–	–	–	–	–	–	–	–	–	22	16	11	11	31	15	19	42	33	26	[4]52
Maintenance electricians	32	11.66	12.53	10.00–13.25	–	–	–	–	–	1	2	2	–	–	–	–	–	7	–	–	–	3	6	4	5	1	1
Maintenance machinists	32	10.33	10.50	9.74–10.70	–	–	–	–	–	–	–	–	–	–	–	–	12	1	19	–	–	–	–	–	–	–	–
Maintenance mechanics (machinery)	81	10.95	10.85	9.00–12.53	–	–	–	–	–	–	–	–	–	7	5	15	11	2	1	2	11	1	15	3	5	3	–
Motor vehicle mechanics	44	11.59	11.05	10.70–11.28	–	–	–	–	–	–	–	–	–	1	–	1	1	–	19	14	–	–	1	–	–	5	2
General maintenance workers	190	7.07	6.93	5.51– 8.00	–	–	15	23	15	9	39	27	13	8	18	8	1	5	3	5	–	–	1	–	–	–	–
Tool and die makers	36	14.03	12.76	12.53–16.46	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	–	–	–	16	4	–	1	[5]11
Stationary engineers	15	9.97	10.92	8.61–10.92	–	–	–	–	–	–	–	2	–	1	2	2	–	–	6	1	–	–	–	1	–	–	–
Truckdrivers	334	9.62	8.08	6.81–10.83	–	14	2	5	9	9	67	37	16	27	11	1	2	1	51	–	–	–	–	2	–	80	–
Truckdrivers, light truck	69	6.11	6.50	5.45– 6.50	–	14	2	4	6	1	36	1	–	1	–	–	–	–	4	–	–	–	–	–	–	–	–
Truckdrivers, medium truck	52	7.37	7.00	6.85– 8.10	–	–	–	–	–	–	25	8	–	16	–	1	1	1	–	–	–	–	–	–	–	–	–
Truckdrivers, heavy truck	142	12.70	15.74	10.70–15.74	–	–	–	1	3	4	–	9	12	–	–	–	–	–	35	–	–	–	–	–	–	78	–
Truckdrivers, tractor-trailer	67	8.64	8.05	7.00– 9.95	–	–	–	–	–	–	6	19	4	10	[6]1	–	1	–	12	–	–	–	–	2	–	2	–
Shipping packers	257	6.29	6.22	5.06– 6.86	–	3	45	52	21	39	34	1	40	3	5	2	3	–	6	3	–	–	–	–	–	–	–
Material handling laborers	135	6.41	6.27	5.41– 7.54	–	1	7	28	24	17	16	4	8	26	4	–	–	–	–	–	–	–	–	–	–	–	–
Forklift operators	79	7.35	7.50	6.79– 8.10	–	–	–	3	7	7	12	8	15	19	2	5	1	–	–	–	–	–	–	–	–	–	–
Janitors, porters, and cleaners	1,085	4.31	4.00	3.55– 4.75	[7]538	180	142	117	31	15	20	15	5	9	1	–	12	–	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] Workers were distributed as follows: 2 at $16.00 to $17.00; 2 at $17.00 to $18.00; and 1 at $18.00 to $19.00.

[4] Workers were distributed as follows: 45 at $16.00 to $17.00; 5 at $17.00 to $18.00; and 2 at $18.00 to $19.00.

[5] Workers were distributed as follows: 5 at $16.00 to $17.00; and 6 at $17.00 to $18.00.

[6] Workers were distributed as follows: 57 at $3.00 to $3.50; and 481 at $3.50 to $4.00.

Table 2. Annual paid holidays for full-time workers in Colorado Springs, CO, December 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	5	(1)
In establishments providing paid holidays	95	99
Number of holidays:		
1 holiday	1	-
2 holidays	1	(1)
4 holidays	1	(1)
5 holidays	2	1
6 holidays	18	10
7 holidays	7	5
Plus 1 half day	4	6
Plus 2 half days	1	(1)
8 holidays	17	4
Plus 2 half days	-	7
9 holidays	13	11
Plus 2 half days	(1)	2
10 holidays	19	27
Plus 1 half day	2	1
11 holidays	8	21
12 holidays	1	1
13 holidays	(1)	3
Average number of paid holidays where provided (in days)	8.2	9.3

[1] Less than 0.5 percent.
Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Colorado Springs, CO, December 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	3	-
In establishments providing paid vacations	97	100
Length-of-time payment	97	100
Percentage payment	(*)	-
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	8	(*)
1 week	34	57
Over 1 and under 2 weeks	(*)	6
2 weeks	2	-
Over 2 and under 3 weeks	-	3
1 year of service:		
1 week	53	18
2 weeks	43	70
Over 2 and under 3 weeks	1	9
3 weeks	-	(*)
Over 3 and under 4 weeks	-	3
2 years of service:		
1 week	5	1
2 weeks	81	69
Over 2 and under 3 weeks	(*)	6
3 weeks	5	9
Over 3 and under 4 weeks	5	14
4 weeks	1	(*)
3 years of service:		
1 week	2	(*)
2 weeks	78	62
Over 2 and under 3 weeks	2	9
3 weeks	9	11
Over 3 and under 4 weeks	5	17
4 weeks	1	(*)
5 years of service:		
1 week	2	(*)
2 weeks	52	23
Over 2 and under 3 weeks	4	6
3 weeks	29	46
Over 3 and under 4 weeks	5	17
4 weeks	3	2
Over 4 and under 5 weeks	-	6
6 weeks	1	(*)
10 years of service:		
1 week	2	(*)
2 weeks	14	7
Over 2 and under 3 weeks	-	(*)
3 weeks	57	53
Over 3 and under 4 weeks	2	8
4 weeks	13	13
Over 4 and under 5 weeks	5	17
5 weeks	2	(*)
6 weeks	1	(*)
15 years of service:		
1 week	2	(*)
2 weeks	10	5
Over 2 and under 3 weeks	(*)	(*)
3 weeks	41	18
Over 3 and under 4 weeks	-	(*)
4 weeks	36	53
Over 4 and under 5 weeks	-	6
5 weeks	7	12
Over 5 and under 6 weeks	(*)	6
6 weeks	1	(*)
20 years of service:		
1 week	2	(*)
2 weeks	10	5
Over 2 and under 3 weeks	-	(*)
3 weeks	31	12
4 weeks	32	48
Over 4 and under 5 weeks	-	6
5 weeks	14	11
Over 5 and under 6 weeks	-	6
6 weeks	8	12
7 weeks	(*)	-
25 years of service:		
1 week	2	(*)
2 weeks	10	5
Over 2 and under 3 weeks	-	(*)
3 weeks	31	12
4 weeks	27	28
Over 4 and under 5 weeks	-	(*)
5 weeks	19	31
Over 5 and under 6 weeks	-	12
6 weeks	8	12
7 weeks	(*)	-
30 years of service:		
1 week	2	(*)
2 weeks	10	5
Over 2 and under 3 weeks	-	(*)
3 weeks	31	12
4 weeks	21	27
5 weeks	25	32
Over 5 and under 6 weeks	-	12
6 weeks	3	1
7 weeks	5	11
Maximum vacation available:		
1 week	2	(*)
2 weeks	10	5
Over 2 and under 3 weeks	-	(*)
3 weeks	31	12
4 weeks	21	27
5 weeks	25	32
Over 5 and under 6 weeks	-	12
6 weeks	3	1
7 weeks	5	12

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Less than 0.5 percent.

[3] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Colorado Springs, CO, December 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	94	99
Life insurance	89	99
Noncontributory plans	59	77
Accidental death and dismemberment insurance	70	79
Noncontributory plans	48	62
Sickness and accident insurance or sick leave or both	90	92
Sickness and accident insurance	61	53
Noncontributory plans	55	47
Sick leave (full pay and no waiting period)	65	83
Sick leave (partial pay or waiting period)	6	1
Long-term disability insurance	43	64
Noncontributory plans	26	49
Hospitalization, surgical, and medical insurance	85	96
Noncontributory plans	40	46
Health maintenance organizations	59	75
Noncontributory plans	20	24
Dental care	74	83
Noncontributory plans	36	48
Vision care	36	48
Noncontributory plans	20	22
Alcohol and drug abuse treatment	84	93
Noncontributory plans	37	48
Hearing care	21	36
Noncontributory plans	12	15
Retirement plans	72	88
Noncontributory plans	65	78
Pension	64	83
Noncontributory plans	60	73
Lump sum	42	43
Noncontributory plans	11	5
Other	2	(2)
Noncontributory plans	-	-

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

[2] Less than 0.5 percent.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Colorado Springs, CO,[1] December 1988

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[5]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	233	88	45,652	100	22,553	6,210	25,896
Manufacturing	50	60	24	19,761	43	12,377	2,354	11,376
Nonmanufacturing[6]	50	173	64	25,891	57	10,176	3,856	14,520

[1] The Colorado Springs Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of El Paso County. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

Alaska (statewide)
Albany, GA
Albany-Schenectady-Troy, NY
Albuquerque, NM
Alexandria-Leesville, LA
Alpena-Standish-Tawas City, MI
Ann Arbor, MI
Asheville, NC
Atlantic City, NJ
Augusta, GA-SC
Austin, TX[1]
Bakersfield, CA
Baton Rouge, LA
Battle Creek, MI
Beaumont-Port Arthur and Lake Charles, TX-LA
Biloxi-Gulfport and Pascagoula-Moss Point, MS
Binghamton, NY
Birmingham, AL
Bloomington-Vincennes, IN
Bremerton-Shelton, WA
Brunswick, GA
Cedar Rapids, IA
Champaign-Urbana-Rantoul, IL[1]
Charleston, SC[1]
Chattanooga, TN-GA
Cheyenne, WY
Clarksville-Hopkinsville, TN-KY
Colorado Springs, CO
Columbia-Sumter, SC
Columbus, GA-AL
Columbus, MS
Connecticut (statewide)
Dayton-Springfield, OH
Daytona Beach, FL
Decatur, IL[1]
Des Moines, IA
Dothan, AL
Duluth, MN-WI
El Paso-Las Cruces-Alamogordo, TX-NM
Eugene-Springfield-Medford-Roseburg-Klamath Falls-Grants Pass, OR
Fayetteville, NC
Fort Lauderdale-Hollywood-Pompano Beach and West Palm Beach-Boca Raton-Delray Beach, FL
Fort Smith, AR-OK
Fort Wayne, IN
Gadsden and Anniston, AL
Goldsboro, NC
Grand Island-Hastings, NE
Green Bay, WI[2]
Greensboro-Winston-Salem-High Point, NC[2]
Greenville-Spartanburg, SC
Harrisburg-Lebanon-Carlisle, PA
Jacksonville, FL
Knoxville, TN
LaCrosse-Sparta, WI
Laredo, TX
Las Vegas-Tonopah, NV
Lexington-Fayette, KY
Lima, OH
Little Rock-North Little Rock, AR
Logansport-Peru, IN
Lorain-Elyria, OH
Lower Eastern Shore, MD-VA-DE
Macon, GA
Madison, WI
Maine (statewide)
Manhattan-Junction City, KS
Mansfield, OH
McAllen-Edinburg-Mission and Brownsville-Harlingen, TX
Melbourne-Titusville-Palm Bay, FL
Meridian, MS
Montana (statewide)
Montgomery, AL
Nashville, TN
New Bern-Jacksonville, NC
New Hampshire (statewide)
Norfolk-Virginia Beach-Newport News, VA
North Dakota (statewide)
Northern New York
Northwest Texas
Northwestern Florida
Oklahoma City, OK
Orlando, FL[1]
Oxnard-Ventura, CA
Peoria, IL
Pine Bluff, AR
Portsmouth-Chillicothe-Gallipolis, OH
Poughkeepsie-Orange County-Kingston, NY
Providence, RI
Pueblo, CO
Puerto Rico
Raleigh-Durham, NC
Reno, NV
Riverside-San Bernardino, CA[1]
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Selma, AL
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Southeastern Massachusetts
South Dakota (statewide)
Southwest Virginia
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Tulsa, OK
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[1] In 1988, this area is scheduled to be surveyed under the Bureau's regular area wage survey program.

[2] Scheduled to be surveyed in this program for the first time in 1988. In 1986, the area was surveyed under the Bureau's regular area wage survey program.

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